

## Culture&Climate January 2010-1

### Cross Tab Report



Date: 1/25/2010 8:53 AM PST  
Responses: Completes  
Filter: No filter applied

I understand the district's mission.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1144	359	688	47	50	23	17	9	58	1088	9	206
Strongly disagree	15 1.3%	4 1.1%	9 1.3%	1 2.1%	1 2.0%	1 4.3%	1 5.9%	1 11.1%	1 1.7%	15 1.4%	1 11.1%	5 2.4%	10 1.1%
Somewhat disagree	53 4.6%	18 5.0%	32 4.7%	2 4.3%	1 2.0%	6 26.1%	3 17.6%	2 22.2%	5 8.6%	49 4.5%	2 22.2%	12 5.8%	41 4.4%
Somewhat agree	527 46.1%	181 50.4%	321 46.7%	12 25.5%	13 26.0%	9 39.1%	8 47.1%	2 22.2%	20 34.5%	503 46.2%	3 33.3%	93 45.1%	434 46.3%
Strongly agree	549 48.0%	156 43.5%	326 47.4%	32 68.1%	35 70.0%	7 30.4%	5 29.4%	4 44.4%	32 55.2%	521 47.9%	3 33.3%	96 46.6%	453 48.3%

I understand the vision for what the district is working to become.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1143	359	687	47	50	24	18	10	60	1086	10	206
Strongly disagree	19 1.7%	4 1.1%	12 1.7%	2 4.3%	1 2.0%	2 8.3%	1 5.6%	1 10.0%	1 1.7%	18 1.7%	1 10.0%	6 2.9%	13 1.4%
Somewhat disagree	83 7.3%	26 7.2%	51 7.4%	3 6.4%	3 6.0%	4 16.7%	1 5.6%	1 10.0%	5 8.3%	80 7.4%	1 10.0%	18 8.7%	65 6.9%
Somewhat agree	644 56.3%	207 57.7%	407 59.2%	13 27.7%	17 34.0%	13 54.2%	12 66.7%	3 30.0%	25 41.7%	616 56.7%	4 40.0%	106 51.5%	538 57.4%
Strongly agree	397 34.7%	122 34.0%	217 31.6%	29 61.7%	29 58.0%	5 20.8%	4 22.2%	5 50.0%	29 48.3%	372 34.3%	4 40.0%	76 36.9%	321 34.3%

I engage in work that effectively supports the mission and vision.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1142	360	686	46	50	24	18	10	59	1086	10	206
Strongly disagree	14 1.2%	6 1.7%	6 0.9%	1 2.2%	1 2.0%	1 4.2%	1 5.6%	1 10.0%	1 1.7%	14 1.3%	1 10.0%	4 1.9%	10 1.1%
Somewhat disagree	48 4.2%	17 4.7%	29 4.2%	1 2.2%	1 2.0%	3 12.5%	1 5.6%	1 10.0%	5 8.5%	44 4.1%	1 10.0%	13 6.3%	35 3.7%
Somewhat agree	524 45.9%	181 50.3%	319 46.5%	11 23.9%	13 26.0%	11 45.8%	9 50.0%	2 20.0%	18 30.5%	504 46.4%	3 30.0%	92 44.7%	432 46.2%
Strongly agree	556 48.7%	156 43.3%	332 48.4%	33 71.7%	35 70.0%	9 37.5%	7 38.9%	6 60.0%	35 59.3%	524 48.3%	5 50.0%	97 47.1%	459 49.0%

Employees in this organization share a common sense of mission.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female

	1133	357	681	46	49	24	17	10	60	1077	10	204	929
Strongly disagree	41 3.6%	18 5.0%	20 2.9%	3 6.5%	0 0.0%	1 4.2%	1 5.9%	1 10.0%	3 5.0%	39 3.6%	1 10.0%	15 7.4%	26 2.8%
Somewhat disagree	239 21.1%	75 21.0%	143 21.0%	9 19.6%	12 24.5%	11 45.8%	5 29.4%	4 40.0%	8 13.3%	231 21.4%	4 40.0%	47 23.0%	192 20.7%
Somewhat agree	624 55.1%	187 52.4%	384 56.4%	24 52.2%	29 59.2%	11 45.8%	9 52.9%	3 30.0%	35 58.3%	591 54.9%	3 30.0%	107 52.5%	517 55.7%
Strongly agree	229 20.2%	77 21.6%	134 19.7%	10 21.7%	8 16.3%	1 4.2%	2 11.8%	2 20.0%	14 23.3%	216 20.1%	2 20.0%	35 17.2%	194 20.9%

Employees in this organization are motivated by our mission.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1139	358	685	47	49	24	18	10	60	1082	10	206
Strongly disagree	42 3.7%	19 5.3%	21 3.1%	2 4.3%	0 0.0%	2 8.3%	2 11.1%	2 20.0%	4 6.7%	40 3.7%	2 20.0%	13 6.3%	29 3.1%
Somewhat disagree	290 25.5%	95 26.5%	179 26.1%	6 12.8%	10 20.4%	13 54.2%	3 16.7%	3 30.0%	13 21.7%	277 25.6%	3 30.0%	54 26.2%	236 25.3%
Somewhat agree	644 56.5%	187 52.2%	395 57.7%	31 66.0%	31 63.3%	8 33.3%	10 55.6%	3 30.0%	30 50.0%	614 56.7%	4 40.0%	115 55.8%	529 56.7%
Strongly agree	163 14.3%	57 15.9%	90 13.1%	8 17.0%	8 16.3%	1 4.2%	3 16.7%	2 20.0%	13 21.7%	151 14.0%	1 10.0%	24 11.7%	139 14.9%

My job responsibilities create a high probability of successfully meeting organizational goals.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1136	353	686	47	50	23	18	10	59	1080	10	206
Strongly disagree	27 2.4%	9 2.5%	16 2.3%	2 4.3%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 3.4%	24 2.2%	1 10.0%	5 2.4%	22 2.4%
Somewhat disagree	108 9.5%	35 9.9%	67 9.8%	4 8.5%	2 4.0%	5 21.7%	0 0.0%	0 0.0%	2 3.4%	104 9.6%	0 0.0%	21 10.2%	87 9.4%
Somewhat agree	569 50.1%	169 47.9%	367 53.5%	15 31.9%	18 36.0%	7 30.4%	9 50.0%	5 50.0%	23 39.0%	547 50.6%	5 50.0%	103 50.0%	466 50.1%
Strongly agree	432 38.0%	140 39.7%	236 34.4%	26 55.3%	30 60.0%	11 47.8%	9 50.0%	5 50.0%	32 54.2%	405 37.5%	4 40.0%	77 37.4%	355 38.2%

The vision and mission statement are used to guide the organization's decisions and choice of strategies.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1134	356	682	47	49	24	17	10	60	1078	10	204
Strongly disagree	27 2.4%	9 2.5%	15 2.2%	2 4.3%	1 2.0%	1 4.2%	1 5.9%	1 10.0%	3 5.0%	26 2.4%	1 10.0%	9 4.4%	18 1.9%
Somewhat disagree	159 14.0%	42 11.8%	106 15.5%	5 10.6%	6 12.2%	5 20.8%	2 11.8%	2 20.0%	6 10.0%	155 14.4%	2 20.0%	28 13.7%	131 14.1%
Somewhat agree	615 54.2%	200 56.2%	376 55.1%	20 42.6%	19 38.8%	14 58.3%	11 64.7%	5 50.0%	29 48.3%	582 54.0%	5 50.0%	114 55.9%	501 53.9%
Strongly agree	333 29.4%	105 29.5%	185 27.1%	20 42.6%	23 46.9%	4 16.7%	3 17.6%	2 20.0%	22 36.7%	315 29.2%	2 20.0%	53 26.0%	280 30.1%

The district has a written vision statement and/or mission statement that captures the importance of our work.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT	Non-Instructional	1 American	2 Asian	3 Black or	4 Hispanic	5 White	6 Native Hawaiian	Male	Female

				(Administrative, Professional, Technical)	APT (Administrative, Professional, Technical)	Indian or Alaskan Native		African American			or other Pacific Islander		
	1136	356	683	47	50	24	17	10	59	1081	10	207	929
Strongly disagree	21 1.8%	8 2.2%	12 1.8%	1 2.1%	0 0.0%	2 8.3%	1 5.9%	1 10.0%	2 3.4%	19 1.8%	1 10.0%	8 3.9%	13 1.4%
Somewhat disagree	67 5.9%	29 8.1%	32 4.7%	3 6.4%	3 6.0%	5 20.8%	2 11.8%	2 20.0%	4 6.8%	66 6.1%	2 20.0%	14 6.8%	53 5.7%
Somewhat agree	519 45.7%	169 47.5%	320 46.9%	13 27.7%	17 34.0%	12 50.0%	9 52.9%	5 50.0%	23 39.0%	495 45.8%	3 30.0%	100 48.3%	419 45.1%
Strongly agree	529 46.6%	150 42.1%	319 46.7%	30 63.8%	30 60.0%	5 20.8%	5 29.4%	2 20.0%	30 50.8%	501 46.3%	4 40.0%	85 41.1%	444 47.8%

Organizational Vision													
	I am:					My Ethnicity/Race is: (choose ALL that apply)						I am:	
	Total*	Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	1130	354	679	47	50	23	17	10	58	1076	10	207	923
Unimportant	6 0.5%	2 0.6%	4 0.6%	0 0.0%	0 0.0%	1 4.3%	0 0.0%	0 0.0%	0 0.0%	5 0.5%	0 0.0%	3 1.4%	3 0.3%
Somewhat unimportant	37 3.3%	9 2.5%	26 3.8%	1 2.1%	1 2.0%	1 4.3%	2 11.8%	1 10.0%	3 5.2%	35 3.3%	1 10.0%	9 4.3%	28 3.0%
Somewhat important	373 33.0%	124 35.0%	226 33.3%	9 19.1%	14 28.0%	14 60.9%	5 29.4%	5 50.0%	18 31.0%	359 33.4%	4 40.0%	63 30.4%	310 33.6%
Important	714 63.2%	219 61.9%	423 62.3%	37 78.7%	35 70.0%	7 30.4%	10 58.8%	4 40.0%	37 63.8%	677 62.9%	5 50.0%	132 63.8%	582 63.1%

Organizational Mission													
	I am:					My Ethnicity/Race is: (choose ALL that apply)						I am:	
	Total*	Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	1127	352	679	46	50	23	17	10	58	1073	10	206	921
Unimportant	6 0.5%	2 0.6%	4 0.6%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	6 0.6%	0 0.0%	2 1.0%	4 0.4%
Somewhat unimportant	46 4.1%	10 2.8%	33 4.9%	1 2.2%	2 4.0%	3 13.0%	3 17.6%	1 10.0%	3 5.2%	42 3.9%	1 10.0%	10 4.9%	36 3.9%
Somewhat important	388 34.4%	127 36.1%	237 34.9%	11 23.9%	13 26.0%	13 56.5%	6 35.3%	5 50.0%	15 25.9%	377 35.1%	4 40.0%	68 33.0%	320 34.7%
Important	687 61.0%	213 60.5%	405 59.6%	34 73.9%	35 70.0%	7 30.4%	8 47.1%	4 40.0%	40 69.0%	648 60.4%	5 50.0%	126 61.2%	561 60.9%

Organizational Strategic Plan													
	I am:					My Ethnicity/Race is: (choose ALL that apply)						I am:	
	Total*	Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	1130	352	681	47	50	23	17	10	58	1076	10	207	923
Unimportant	5 0.4%	1 0.3%	4 0.6%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	5 0.5%	0 0.0%	2 1.0%	3 0.3%
Somewhat unimportant	44 3.9%	15 4.3%	28 4.1%	1 2.1%	0 0.0%	5 21.7%	3 17.6%	1 10.0%	1 1.7%	43 4.0%	1 10.0%	9 4.3%	35 3.8%
Somewhat important	341 30.2%	127 36.1%	192 28.2%	9 19.1%	13 26.0%	11 47.8%	5 29.4%	4 40.0%	15 25.9%	327 30.4%	3 30.0%	61 29.5%	280 30.3%
Important	740 65.5%	209 59.4%	457 67.1%	37 78.7%	37 74.0%	7 30.4%	9 52.9%	5 50.0%	42 72.4%	701 65.1%	6 60.0%	135 65.2%	605 65.5%

Organizational Goals													
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	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1127	353	677	47	50	23	16	10	58	1074	10	206
Unimportant	4 0.4%	0 0.0%	4 0.6%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	4 0.4%	0 0.0%	2 1.0%	2 0.2%
Somewhat unimportant	34 3.0%	10 2.8%	23 3.4%	1 2.1%	0 0.0%	2 8.7%	2 12.5%	1 10.0%	1 1.7%	33 3.1%	1 10.0%	6 2.9%	28 3.0%
Somewhat important	311 27.6%	117 33.1%	177 26.1%	5 10.6%	12 24.0%	13 56.5%	6 37.5%	4 40.0%	16 27.6%	297 27.7%	3 30.0%	57 27.7%	254 27.6%
Important	778 69.0%	226 64.0%	473 69.9%	41 87.2%	38 76.0%	8 34.8%	8 50.0%	5 50.0%	41 70.7%	740 68.9%	6 60.0%	141 68.4%	637 69.2%

My supervisor(s) is/are responsive to my communication needs.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1141	359	685	47	50	24	18	10	60	1084	10	207
Strongly disagree	53 4.6%	19 5.3%	29 4.2%	3 6.4%	2 4.0%	3 12.5%	1 5.6%	1 10.0%	3 5.0%	50 4.6%	1 10.0%	12 5.8%	41 4.4%
Somewhat disagree	132 11.6%	36 10.0%	87 12.7%	4 8.5%	5 10.0%	7 29.2%	2 11.1%	2 20.0%	5 8.3%	128 11.8%	2 20.0%	37 17.9%	95 10.2%
Somewhat agree	329 28.8%	96 26.7%	209 30.5%	12 25.5%	12 24.0%	6 25.0%	6 33.3%	3 30.0%	15 25.0%	314 29.0%	4 40.0%	46 22.2%	283 30.3%
Strongly agree	627 55.0%	208 57.9%	360 52.6%	28 59.6%	31 62.0%	8 33.3%	9 50.0%	4 40.0%	37 61.7%	592 54.6%	3 30.0%	112 54.1%	515 55.1%

I am comfortable talking with the administrator(s) about school issues when things are going wrong.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1138	356	686	47	49	24	18	10	60	1081	10	206
Strongly disagree	86 7.6%	28 7.9%	53 7.7%	3 6.4%	2 4.1%	8 33.3%	1 5.6%	1 10.0%	4 6.7%	80 7.4%	1 10.0%	21 10.2%	65 7.0%
Somewhat disagree	173 15.2%	48 13.5%	115 16.8%	4 8.5%	6 12.2%	2 8.3%	6 33.3%	1 10.0%	7 11.7%	166 15.4%	1 10.0%	29 14.1%	144 15.5%
Somewhat agree	325 28.6%	105 29.5%	193 28.1%	15 31.9%	12 24.5%	6 25.0%	4 22.2%	3 30.0%	15 25.0%	310 28.7%	6 60.0%	59 28.6%	266 28.5%
Strongly agree	554 48.7%	175 49.2%	325 47.4%	25 53.2%	29 59.2%	8 33.3%	7 38.9%	5 50.0%	34 56.7%	525 48.6%	2 20.0%	97 47.1%	457 49.0%

New opinions within the organization are encouraged.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1135	354	685	47	49	23	17	9	58	1080	10	206
Strongly disagree	82 7.2%	26 7.3%	52 7.6%	3 6.4%	1 2.0%	5 21.7%	1 5.9%	1 11.1%	4 6.9%	79 7.3%	1 10.0%	22 10.7%	60 6.5%
Somewhat disagree	212 18.7%	66 18.6%	127 18.5%	9 19.1%	10 20.4%	5 21.7%	4 23.5%	1 11.1%	8 13.8%	202 18.7%	1 10.0%	38 18.4%	174 18.7%
Somewhat agree	506 44.6%	158 44.6%	310 45.3%	16 34.0%	22 44.9%	9 39.1%	7 41.2%	4 44.4%	26 44.8%	485 44.9%	7 70.0%	80 38.8%	426 45.9%
Strongly agree	335 29.5%	104 29.4%	196 28.6%	19 40.4%	16 32.7%	4 17.4%	5 29.4%	3 33.3%	20 34.5%	314 29.1%	1 10.0%	66 32.0%	269 29.0%

I am kept informed about critical issues that impact my job.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1140	358	685	47	50	23	17	9	59	1083	9	206
Strongly disagree	76 6.7%	34 9.5%	35 5.1%	4 8.5%	3 6.0%	2 8.7%	1 5.9%	1 11.1%	4 6.8%	74 6.8%	1 11.1%	19 9.2%	57 6.1%
Somewhat disagree	212 18.6%	74 20.7%	122 17.8%	6 12.8%	10 20.0%	10 43.5%	5 29.4%	3 33.3%	10 16.9%	198 18.3%	4 44.4%	32 15.5%	180 19.3%
Somewhat agree	458 40.2%	140 39.1%	275 40.1%	23 48.9%	20 40.0%	7 30.4%	7 41.2%	4 44.4%	23 39.0%	437 40.4%	4 44.4%	85 41.3%	373 39.9%
Strongly agree	394 34.6%	110 30.7%	253 36.9%	14 29.8%	17 34.0%	4 17.4%	4 23.5%	1 11.1%	22 37.3%	374 34.5%	0 0.0%	70 34.0%	324 34.7%

An efficient flow of information exists in the district.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1143	359	687	47	50	24	18	10	60	1086	10	207
Strongly disagree	99 8.7%	36 10.0%	54 7.9%	4 8.5%	5 10.0%	4 16.7%	3 16.7%	2 20.0%	6 10.0%	94 8.7%	2 20.0%	23 11.1%	76 8.1%
Somewhat disagree	300 26.2%	93 25.9%	184 26.8%	12 25.5%	11 22.0%	7 29.2%	4 22.2%	1 10.0%	13 21.7%	285 26.2%	3 30.0%	54 26.1%	246 26.3%
Somewhat agree	554 48.5%	173 48.2%	332 48.3%	24 51.1%	25 50.0%	11 45.8%	8 44.4%	5 50.0%	29 48.3%	528 48.6%	4 40.0%	90 43.5%	464 49.6%
Strongly agree	190 16.6%	57 15.9%	117 17.0%	7 14.9%	9 18.0%	2 8.3%	3 16.7%	2 20.0%	12 20.0%	179 16.5%	1 10.0%	40 19.3%	150 16.0%

District communication is:   timely vs. untimely													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	1144	360	686	47	51	24	18	10	60	1087	10	207	937
timely	110 9.6%	37 10.3%	62 9.0%	8 17.0%	3 5.9%	2 8.3%	1 5.6%	0 0.0%	8 13.3%	102 9.4%	0 0.0%	22 10.6%	88 9.4%
	359 31.4%	107 29.7%	213 31.0%	16 34.0%	23 45.1%	5 20.8%	3 16.7%	3 30.0%	16 26.7%	346 31.8%	2 20.0%	65 31.4%	294 31.4%
	208 18.2%	62 17.2%	135 19.7%	5 10.6%	6 11.8%	5 20.8%	5 27.8%	3 30.0%	12 20.0%	199 18.3%	4 40.0%	34 16.4%	174 18.6%
	225 19.7%	73 20.3%	135 19.7%	8 17.0%	9 17.6%	3 12.5%	6 33.3%	1 10.0%	11 18.3%	209 19.2%	2 20.0%	39 18.8%	186 19.9%
	148 12.9%	49 13.6%	85 12.4%	7 14.9%	7 13.7%	2 8.3%	0 0.0%	1 10.0%	9 15.0%	141 13.0%	0 0.0%	27 13.0%	121 12.9%
	73 6.4%	25 6.9%	44 6.4%	2 4.3%	2 3.9%	3 12.5%	2 11.1%	1 10.0%	1 1.7%	71 6.5%	1 10.0%	15 7.2%	58 6.2%
untimely	21 1.8%	7 1.9%	12 1.7%	1 2.1%	1 2.0%	4 16.7%	1 5.6%	1 10.0%	3 5.0%	19 1.7%	1 10.0%	5 2.4%	16 1.7%

District communication is: inconsistent from level to level vs. consistent from level to level													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female

	1140	358	684	47	51	24	18	10	60	1083	10	207	933
inconsistent	69 6.1%	26 7.3%	37 5.4%	3 6.4%	3 5.9%	3 12.5%	2 11.1%	2 20.0%	5 8.3%	67 6.2%	2 20.0%	14 6.8%	55 5.9%
	159 13.9%	50 14.0%	99 14.5%	5 10.6%	5 9.8%	3 12.5%	1 5.6%	0 0.0%	5 8.3%	153 14.1%	0 0.0%	30 14.5%	129 13.8%
	199 17.5%	57 15.9%	125 18.3%	6 12.8%	11 21.6%	5 20.8%	5 27.8%	2 20.0%	10 16.7%	191 17.6%	2 20.0%	23 11.1%	176 18.9%
	257 22.5%	83 23.2%	155 22.7%	10 21.3%	9 17.6%	6 25.0%	4 22.2%	2 20.0%	15 25.0%	238 22.0%	4 40.0%	47 22.7%	210 22.5%
	232 20.4%	68 19.0%	141 20.6%	13 27.7%	10 19.6%	6 25.0%	4 22.2%	3 30.0%	11 18.3%	225 20.8%	2 20.0%	49 23.7%	183 19.6%
	179 15.7%	55 15.4%	104 15.2%	8 17.0%	12 23.5%	0 0.0%	2 11.1%	1 10.0%	9 15.0%	169 15.6%	0 0.0%	36 17.4%	143 15.3%
consistent	45 3.9%	19 5.3%	23 3.4%	2 4.3%	1 2.0%	1 4.2%	0 0.0%	0 0.0%	5 8.3%	40 3.7%	0 0.0%	8 3.9%	37 4.0%

District communication flows: one-way vs. two-ways													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	1135	350	687	47	51	24	18	10	59	1079	10	206	929
one-way	88 7.8%	27 7.7%	55 8.0%	4 8.5%	2 3.9%	5 20.8%	2 11.1%	1 10.0%	3 5.1%	85 7.9%	1 10.0%	22 10.7%	66 7.1%
	187 16.5%	56 16.0%	115 16.7%	7 14.9%	9 17.6%	4 16.7%	2 11.1%	0 0.0%	7 11.9%	177 16.4%	0 0.0%	34 16.5%	153 16.5%
	229 20.2%	72 20.6%	139 20.2%	8 17.0%	10 19.6%	4 16.7%	4 22.2%	3 30.0%	12 20.3%	222 20.6%	3 30.0%	48 23.3%	181 19.5%
	283 24.9%	94 26.9%	172 25.0%	10 21.3%	7 13.7%	8 33.3%	6 33.3%	4 40.0%	18 30.5%	266 24.7%	4 40.0%	37 18.0%	246 26.5%
	192 16.9%	49 14.0%	120 17.5%	9 19.1%	14 27.5%	1 4.2%	2 11.1%	1 10.0%	7 11.9%	185 17.1%	2 20.0%	32 15.5%	160 17.2%
	115 10.1%	36 10.3%	65 9.5%	8 17.0%	6 11.8%	1 4.2%	2 11.1%	0 0.0%	8 13.6%	107 9.9%	0 0.0%	23 11.2%	92 9.9%
two-ways	41 3.6%	16 4.6%	21 3.1%	1 2.1%	3 5.9%	1 4.2%	0 0.0%	1 10.0%	4 6.8%	37 3.4%	0 0.0%	10 4.9%	31 3.3%

District communication is: helpful in understanding district direction vs. not helpful in understanding district direction													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1135	353	685	47	50	24	18	10	59	1079	10	207
helpful	132	45	72	8	7	1	2	0	12	120	0	25	107
	11.6%	12.7%	10.5%	17.0%	14.0%	4.2%	11.1%	0.0%	20.3%	11.1%	0.0%	12.1%	11.5%
	263	78	157	11	17	5	3	1	10	254	0	50	213
	23.2%	22.1%	22.9%	23.4%	34.0%	20.8%	16.7%	10.0%	16.9%	23.5%	0.0%	24.2%	23.0%
	253	71	162	12	8	6	5	4	17	236	6	37	216
	22.3%	20.1%	23.6%	25.5%	16.0%	25.0%	27.8%	40.0%	28.8%	21.9%	60.0%	17.9%	23.3%
	280	102	159	10	9	5	4	2	15	267	2	57	223
	24.7%	28.9%	23.2%	21.3%	18.0%	20.8%	22.2%	20.0%	25.4%	24.7%	20.0%	27.5%	24.0%
	123	35	81	3	4	3	0	0	3	120	0	23	100
	10.8%	9.9%	11.8%	6.4%	8.0%	12.5%	0.0%	0.0%	5.1%	11.1%	0.0%	11.1%	10.8%
	66	14	45	3	4	2	3	2	1	64	1	11	55
	5.8%	4.0%	6.6%	6.4%	8.0%	8.3%	16.7%	20.0%	1.7%	5.9%	10.0%	5.3%	5.9%
not helpful	18	8	9	0	1	2	1	1	1	18	1	4	14
	1.6%	2.3%	1.3%	0.0%	2.0%	8.3%	5.6%	10.0%	1.7%	1.7%	10.0%	1.9%	1.5%

District communication: discourages participation in planning vs. encourages participation in planning													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative,	Non-Instructional APT	1 American Indian or	2 Asian	3 Black or	4 Hispanic	5 White	6 Native Hawaiian or other	Male	Female
				Technical)									

				Professional, Technical)	(Administrative, Professional, Technical)	Alaskan Native		African American			Pacific Islander		
	1133	353	682	47	51	24	18	10	59	1077	10	206	927
discourages	31 2.7%	10 2.8%	18 2.6%	2 4.3%	1 2.0%	3 12.5%	2 11.1%	2 20.0%	2 3.4%	31 2.9%	2 20.0%	5 2.4%	26 2.8%
	79 7.0%	23 6.5%	50 7.3%	4 8.5%	2 3.9%	4 16.7%	2 11.1%	2 20.0%	4 6.8%	75 7.0%	1 10.0%	16 7.8%	63 6.8%
	140 12.4%	47 13.3%	81 11.9%	3 6.4%	9 17.6%	3 12.5%	2 11.1%	0 0.0%	6 10.2%	135 12.5%	0 0.0%	30 14.6%	110 11.9%
	290 25.6%	98 27.8%	178 26.1%	6 12.8%	8 15.7%	8 33.3%	3 16.7%	3 30.0%	17 28.8%	277 25.7%	4 40.0%	48 23.3%	242 26.1%
	248 21.9%	83 23.5%	146 21.4%	11 23.4%	8 15.7%	1 4.2%	4 22.2%	1 10.0%	10 16.9%	239 22.2%	1 10.0%	44 21.4%	204 22.0%
	239 21.1%	66 18.7%	139 20.4%	16 34.0%	18 35.3%	4 16.7%	4 22.2%	0 0.0%	11 18.6%	223 20.7%	2 20.0%	46 22.3%	193 20.8%
encourages	106 9.4%	26 7.4%	70 10.3%	5 10.6%	5 9.8%	1 4.2%	1 5.6%	2 20.0%	9 15.3%	97 9.0%	0 0.0%	17 8.3%	89 9.6%

District communication is:    equitable   vs.   inequitable													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1130	352	682	45	51	24	17	10	57	1076	10	207
equitable	83 7.3%	22 6.3%	50 7.3%	6 13.3%	5 9.8%	1 4.2%	2 11.8%	1 10.0%	8 14.0%	73 6.8%	0 0.0%	17 8.2%	66 7.2%
	225 19.9%	76 21.6%	125 18.3%	10 22.2%	14 27.5%	5 20.8%	2 11.8%	1 10.0%	10 17.5%	214 19.9%	2 20.0%	44 21.3%	181 19.6%
	206 18.2%	48 13.6%	146 21.4%	3 6.7%	9 17.6%	1 4.2%	3 17.6%	1 10.0%	12 21.1%	196 18.2%	2 20.0%	46 22.2%	160 17.3%
	341 30.2%	118 33.5%	195 28.6%	14 31.1%	14 27.5%	6 25.0%	4 23.5%	2 20.0%	17 29.8%	324 30.1%	3 30.0%	48 23.2%	293 31.7%
	156 13.8%	45 12.8%	103 15.1%	5 11.1%	3 5.9%	6 25.0%	3 17.6%	2 20.0%	6 10.5%	153 14.2%	1 10.0%	33 15.9%	123 13.3%
	82 7.3%	30 8.5%	41 6.0%	5 11.1%	6 11.8%	4 16.7%	2 11.8%	2 20.0%	3 5.3%	79 7.3%	1 10.0%	12 5.8%	70 7.6%
inequitable	37 3.3%	13 3.7%	22 3.2%	2 4.4%	0 0.0%	1 4.2%	1 5.9%	1 10.0%	1 1.8%	37 3.4%	1 10.0%	7 3.4%	30 3.3%

I receive satisfactory professional support from the organization as a whole.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1144	359	687	47	51	24	18	10	60	1087	10	206
Strongly disagree	48 4.2%	18 5.0%	25 3.6%	3 6.4%	2 3.9%	2 8.3%	1 5.6%	1 10.0%	1 1.7%	48 4.4%	1 10.0%	14 6.8%	34 3.6%
Somewhat disagree	200 17.5%	56 15.6%	130 18.9%	8 17.0%	6 11.8%	6 25.0%	2 11.1%	2 20.0%	9 15.0%	191 17.6%	2 20.0%	37 18.0%	163 17.4%
Somewhat agree	636 55.6%	195 54.3%	394 57.4%	22 46.8%	25 49.0%	15 62.5%	11 61.1%	6 60.0%	35 58.3%	605 55.7%	7 70.0%	114 55.3%	522 55.7%
Strongly agree	260 22.7%	90 25.1%	138 20.1%	14 29.8%	18 35.3%	1 4.2%	4 22.2%	1 10.0%	15 25.0%	243 22.4%	0 0.0%	41 19.9%	219 23.3%

I receive adequate support from my supervisor.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non- Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female

	1143	359	686	47	51	24	17	10	60	1086	10	207	936
Strongly disagree	70 6.1%	21 5.8%	43 6.3%	4 8.5%	2 3.9%	6 25.0%	1 5.9%	1 10.0%	3 5.0%	68 6.3%	1 10.0%	16 7.7%	54 5.8%
Somewhat disagree	118 10.3%	35 9.7%	76 11.1%	5 10.6%	2 3.9%	4 16.7%	1 5.9%	1 10.0%	5 8.3%	114 10.5%	1 10.0%	29 14.0%	89 9.5%
Somewhat agree	339 29.7%	100 27.9%	214 31.2%	11 23.4%	14 27.5%	4 16.7%	6 35.3%	3 30.0%	15 25.0%	321 29.6%	6 60.0%	60 29.0%	279 29.8%
Strongly agree	616 53.9%	203 56.5%	353 51.5%	27 57.4%	33 64.7%	10 41.7%	9 52.9%	5 50.0%	37 61.7%	583 53.7%	2 20.0%	102 49.3%	514 54.9%

**I receive specific feedback from my supervisor that improves my performance.**

	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	1140	358	684	47	51	24	17	10	60	1084	10	206	934
Strongly disagree	75 6.6%	24 6.7%	45 6.6%	4 8.5%	2 3.9%	5 20.8%	1 5.9%	1 10.0%	4 6.7%	72 6.6%	1 10.0%	23 11.2%	52 5.6%
Somewhat disagree	160 14.0%	45 12.6%	105 15.4%	6 12.8%	4 7.8%	5 20.8%	4 23.5%	3 30.0%	7 11.7%	156 14.4%	4 40.0%	26 12.6%	134 14.3%
Somewhat agree	372 32.6%	109 30.4%	232 33.9%	19 40.4%	12 23.5%	4 16.7%	5 29.4%	1 10.0%	13 21.7%	357 32.9%	2 20.0%	66 32.0%	306 32.8%
Strongly agree	533 46.8%	180 50.3%	302 44.2%	18 38.3%	33 64.7%	10 41.7%	7 41.2%	5 50.0%	36 60.0%	499 46.0%	3 30.0%	91 44.2%	442 47.3%

**I work in a collaborative environment which provides strong professional support from peers.**

	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	1139	358	683	47	51	23	17	9	59	1082	9	206	933
Strongly disagree	64 5.6%	20 5.6%	41 6.0%	2 4.3%	1 2.0%	4 17.4%	1 5.9%	2 22.2%	6 10.2%	60 5.5%	1 11.1%	17 8.3%	47 5.0%
Somewhat disagree	142 12.5%	53 14.8%	71 10.4%	10 21.3%	8 15.7%	6 26.1%	2 11.8%	2 22.2%	5 8.5%	135 12.5%	2 22.2%	29 14.1%	113 12.1%
Somewhat agree	379 33.3%	123 34.4%	231 33.8%	12 25.5%	13 25.5%	8 34.8%	9 52.9%	3 33.3%	19 32.2%	362 33.5%	3 33.3%	78 37.9%	301 32.3%
Strongly agree	554 48.6%	162 45.3%	340 49.8%	23 48.9%	29 56.9%	5 21.7%	5 29.4%	2 22.2%	29 49.2%	525 48.5%	3 33.3%	82 39.8%	472 50.6%

**I have ample opportunities to receive professional support directed at my individual needs.**

	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	1141	359	684	47	51	24	17	10	60	1084	10	206	935
Strongly disagree	74 6.5%	22 6.1%	49 7.2%	2 4.3%	1 2.0%	5 20.8%	1 5.9%	1 10.0%	3 5.0%	70 6.5%	2 20.0%	19 9.2%	55 5.9%
Somewhat disagree	224 19.6%	66 18.4%	138 20.2%	7 14.9%	13 25.5%	4 16.7%	2 11.8%	1 10.0%	12 20.0%	212 19.6%	2 20.0%	40 19.4%	184 19.7%
Somewhat agree	477 41.8%	155 43.2%	279 40.8%	23 48.9%	20 39.2%	12 50.0%	10 58.8%	7 70.0%	21 35.0%	460 42.4%	6 60.0%	84 40.8%	393 42.0%
Strongly agree	366 32.1%	116 32.3%	218 31.9%	15 31.9%	17 33.3%	3 12.5%	4 23.5%	1 10.0%	24 40.0%	342 31.5%	0 0.0%	63 30.6%	303 32.4%

**The professional development/training I receive helps me do my job better.**

	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT	Non-Instructional	1 American	2 Asian	3 Black or	4 Hispanic	5 White	6 Native Hawaiian	Male	Female



				(Administrative, Professional, Technical)	APT (Administrative, Professional, Technical)	Indian or Alaskan Native		African American			or other Pacific Islander		
	1137	356	683	47	51	24	18	10	60	1081	9	207	930
Strongly disagree	83 7.3%	24 6.7%	54 7.9%	2 4.3%	3 5.9%	2 8.3%	2 11.1%	1 10.0%	2 3.3%	81 7.5%	1 11.1%	20 9.7%	63 6.8%
Somewhat disagree	191 16.8%	57 16.0%	121 17.7%	5 10.6%	8 15.7%	6 25.0%	3 16.7%	2 20.0%	8 13.3%	185 17.1%	2 22.2%	45 21.7%	146 15.7%
Somewhat agree	515 45.3%	154 43.3%	315 46.1%	26 55.3%	20 39.2%	13 54.2%	9 50.0%	6 60.0%	28 46.7%	488 45.1%	6 66.7%	90 43.5%	425 45.7%
Strongly agree	348 30.6%	121 34.0%	193 28.3%	14 29.8%	20 39.2%	3 12.5%	4 22.2%	1 10.0%	22 36.7%	327 30.2%	0 0.0%	52 25.1%	296 31.8%

I am respected personally and professionally.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	1136	358	680	47	51	24	17	10	60	1080	10	205	931
Strongly disagree	34 3.0%	13 3.6%	18 2.6%	2 4.3%	1 2.0%	3 12.5%	1 5.9%	1 10.0%	2 3.3%	33 3.1%	1 10.0%	10 4.9%	24 2.6%
Somewhat disagree	129 11.4%	44 12.3%	74 10.9%	6 12.8%	5 9.8%	5 20.8%	2 11.8%	0 0.0%	7 11.7%	119 11.0%	0 0.0%	30 14.6%	99 10.6%
Somewhat agree	454 40.0%	141 39.4%	290 42.6%	7 14.9%	16 31.4%	9 37.5%	6 35.3%	4 40.0%	16 26.7%	440 40.7%	5 50.0%	78 38.0%	376 40.4%
Strongly agree	519 45.7%	160 44.7%	298 43.8%	32 68.1%	29 56.9%	7 29.2%	8 47.1%	5 50.0%	35 58.3%	488 45.2%	4 40.0%	87 42.4%	432 46.4%

My individual differences as a person are honored.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	1139	359	682	47	51	24	17	10	60	1083	10	206	933
Strongly disagree	43 3.8%	16 4.5%	23 3.4%	2 4.3%	2 3.9%	4 16.7%	1 5.9%	1 10.0%	5 8.3%	38 3.5%	1 10.0%	15 7.3%	28 3.0%
Somewhat disagree	122 10.7%	45 12.5%	67 9.8%	4 8.5%	6 11.8%	3 12.5%	1 5.9%	1 10.0%	5 8.3%	119 11.0%	1 10.0%	25 12.1%	97 10.4%
Somewhat agree	499 43.8%	155 43.2%	308 45.2%	18 38.3%	18 35.3%	10 41.7%	8 47.1%	4 40.0%	22 36.7%	477 44.0%	5 50.0%	96 46.6%	403 43.2%
Strongly agree	475 41.7%	143 39.8%	284 41.6%	23 48.9%	25 49.0%	7 29.2%	7 41.2%	4 40.0%	28 46.7%	449 41.5%	3 30.0%	70 34.0%	405 43.4%

I do not feel connected to other people in the district.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	1140	359	683	47	51	24	17	10	60	1084	10	207	933
Strongly disagree	286 25.1%	94 26.2%	150 22.0%	19 40.4%	23 45.1%	2 8.3%	3 17.6%	1 10.0%	18 30.0%	269 24.8%	0 0.0%	42 20.3%	244 26.2%
Somewhat disagree	373 32.7%	95 26.5%	252 36.9%	11 23.4%	15 29.4%	12 50.0%	6 35.3%	5 50.0%	12 20.0%	362 33.4%	6 60.0%	76 36.7%	297 31.8%
Somewhat agree	402 35.3%	139 38.7%	241 35.3%	13 27.7%	9 17.6%	8 33.3%	6 35.3%	3 30.0%	23 38.3%	381 35.1%	3 30.0%	66 31.9%	336 36.0%
Strongly agree	79 6.9%	31 8.6%	40 5.9%	4 8.5%	4 7.8%	2 8.3%	2 11.8%	1 10.0%	7 11.7%	72 6.6%	1 10.0%	23 11.1%	56 6.0%

Trust building is highly valued in this district.

	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1138	356	684	47	51	24	17	10	60	1082	10	207
Strongly disagree	76 6.7%	24 6.7%	44 6.4%	4 8.5%	4 7.8%	6 25.0%	2 11.8%	2 20.0%	5 8.3%	72 6.7%	2 20.0%	24 11.6%	52 5.6%
Somewhat disagree	288 25.3%	91 25.6%	182 26.6%	8 17.0%	7 13.7%	8 33.3%	3 17.6%	3 30.0%	16 26.7%	275 25.4%	3 30.0%	52 25.1%	236 25.3%
Somewhat agree	565 49.6%	167 46.9%	347 50.7%	22 46.8%	29 56.9%	9 37.5%	9 52.9%	4 40.0%	19 31.7%	549 50.7%	5 50.0%	101 48.8%	464 49.8%
Strongly agree	209 18.4%	74 20.8%	111 16.2%	13 27.7%	11 21.6%	1 4.2%	3 17.6%	1 10.0%	20 33.3%	186 17.2%	0 0.0%	30 14.5%	179 19.2%

I can express myself openly and honestly and not worry about negative repercussions.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1140	359	684	47	50	24	17	10	60	1084	10	207
Strongly disagree	155 13.6%	61 17.0%	83 12.1%	3 6.4%	8 16.0%	9 37.5%	5 29.4%	3 30.0%	13 21.7%	142 13.1%	4 40.0%	37 17.9%	118 12.6%
Somewhat disagree	323 28.3%	93 25.9%	209 30.6%	10 21.3%	11 22.0%	6 25.0%	2 11.8%	1 10.0%	12 20.0%	312 28.8%	1 10.0%	64 30.9%	259 27.8%
Somewhat agree	485 42.5%	145 40.4%	293 42.8%	27 57.4%	20 40.0%	7 29.2%	7 41.2%	4 40.0%	19 31.7%	467 43.1%	4 40.0%	76 36.7%	409 43.8%
Strongly agree	177 15.5%	60 16.7%	99 14.5%	7 14.9%	11 22.0%	2 8.3%	3 17.6%	2 20.0%	16 26.7%	163 15.0%	1 10.0%	30 14.5%	147 15.8%

I feel proud to be employed by this district.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1138	356	684	47	51	24	16	10	60	1083	10	207
Strongly disagree	8 0.7%	0 0.0%	8 1.2%	0 0.0%	0 0.0%	2 8.3%	1 6.3%	1 10.0%	1 1.7%	8 0.7%	1 10.0%	4 1.9%	4 0.4%
Somewhat disagree	72 6.3%	26 7.3%	43 6.3%	2 4.3%	1 2.0%	4 16.7%	3 18.8%	1 10.0%	3 5.0%	68 6.3%	1 10.0%	21 10.1%	51 5.5%
Somewhat agree	445 39.1%	126 35.4%	295 43.1%	13 27.7%	11 21.6%	11 45.8%	7 43.8%	4 40.0%	17 28.3%	431 39.8%	6 60.0%	90 43.5%	355 38.1%
Strongly agree	613 53.9%	204 57.3%	338 49.4%	32 68.1%	39 76.5%	7 29.2%	5 31.3%	4 40.0%	39 65.0%	576 53.2%	2 20.0%	92 44.4%	521 56.0%

I do not feel valued by peers and supervisors.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1140	357	685	47	51	24	17	10	60	1084	10	207
Strongly disagree	538 47.2%	164 45.9%	314 45.8%	29 61.7%	31 60.8%	7 29.2%	7 41.2%	4 40.0%	31 51.7%	509 47.0%	3 30.0%	87 42.0%	451 48.3%
Somewhat disagree	329 28.9%	90 25.2%	225 32.8%	6 12.8%	8 15.7%	7 29.2%	4 23.5%	2 20.0%	16 26.7%	313 28.9%	4 40.0%	68 32.9%	261 28.0%
Somewhat agree	218 19.1%	85 23.8%	112 16.4%	9 19.1%	12 23.5%	6 25.0%	4 23.5%	3 30.0%	9 15.0%	210 19.4%	2 20.0%	44 21.3%	174 18.6%
Strongly agree	55 4.8%	18 5.0%	34 5.0%	3 6.4%	0 0.0%	4 16.7%	2 11.8%	1 10.0%	4 6.7%	52 4.8%	1 10.0%	8 3.9%	47 5.0%

emotionally unsafe													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1141	361	682	47	51	24	17	10	58	1087	10	207
0	560 49.1%	195 54.0%	312 45.7%	22 46.8%	31 60.8%	8 33.3%	7 41.2%	3 30.0%	35 60.3%	531 48.9%	4 40.0%	111 53.6%	449 48.1%
1 - 2	376 33.0%	105 29.1%	243 35.6%	17 36.2%	11 21.6%	4 16.7%	4 23.5%	1 10.0%	12 20.7%	358 32.9%	1 10.0%	52 25.1%	324 34.7%
3 - 4	121 10.6%	33 9.1%	80 11.7%	1 2.1%	7 13.7%	5 20.8%	4 23.5%	3 30.0%	7 12.1%	117 10.8%	3 30.0%	27 13.0%	94 10.1%
more than 4	84 7.4%	28 7.8%	47 6.9%	7 14.9%	2 3.9%	7 29.2%	2 11.8%	3 30.0%	4 6.9%	81 7.5%	2 20.0%	17 8.2%	67 7.2%

mentally unsafe													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1138	360	680	47	51	24	17	10	58	1084	10	206
0	784 68.9%	254 70.6%	464 68.2%	28 59.6%	38 74.5%	11 45.8%	11 64.7%	6 60.0%	44 75.9%	744 68.6%	5 50.0%	137 66.5%	647 69.4%
1 - 2	224 19.7%	63 17.5%	143 21.0%	12 25.5%	6 11.8%	3 12.5%	3 17.6%	1 10.0%	9 15.5%	216 19.9%	2 20.0%	37 18.0%	187 20.1%
3 - 4	79 6.9%	25 6.9%	46 6.8%	3 6.4%	5 9.8%	5 20.8%	1 5.9%	0 0.0%	1 1.7%	75 6.9%	1 10.0%	23 11.2%	56 6.0%
more than 4	51 4.5%	18 5.0%	27 4.0%	4 8.5%	2 3.9%	5 20.8%	2 11.8%	3 30.0%	4 6.9%	49 4.5%	2 20.0%	9 4.4%	42 4.5%

physically unsafe													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1142	361	683	47	51	24	17	10	58	1088	10	207
0	839 73.5%	257 71.2%	508 74.4%	36 76.6%	38 74.5%	16 66.7%	11 64.7%	5 50.0%	45 77.6%	797 73.3%	5 50.0%	161 77.8%	678 72.5%
1 - 2	212 18.6%	66 18.3%	129 18.9%	7 14.9%	10 19.6%	7 29.2%	5 29.4%	4 40.0%	8 13.8%	204 18.8%	4 40.0%	31 15.0%	181 19.4%
3 - 4	52 4.6%	22 6.1%	27 4.0%	1 2.1%	2 3.9%	0 0.0%	0 0.0%	0 0.0%	2 3.4%	50 4.6%	0 0.0%	7 3.4%	45 4.8%
more than 4	39 3.4%	16 4.4%	19 2.8%	3 6.4%	1 2.0%	1 4.2%	1 5.9%	1 10.0%	3 5.2%	37 3.4%	1 10.0%	8 3.9%	31 3.3%

Diversity is embraced as a source of organizational strength.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1133	353	682	47	51	23	18	10	60	1076	10	206
	Strongly disagree	28 2.5%	7 2.0%	18 2.6%	1 2.1%	2 3.9%	6 26.1%	1 5.6%	1 10.0%	4 6.7%	25 2.3%	1 10.0%	7 3.4%
Somewhat disagree	183 16.2%	58 16.4%	104 15.2%	13 27.7%	8 15.7%	8 34.8%	6 33.3%	5 50.0%	14 23.3%	172 16.0%	4 40.0%	42 20.4%	141 15.2%

Somewhat agree	679 59.9%	209 59.2%	422 61.9%	21 44.7%	27 52.9%	7 30.4%	7 38.9%	3 30.0%	26 43.3%	653 60.7%	4 40.0%	117 56.8%	562 60.6%
Strongly agree	243 21.4%	79 22.4%	138 20.2%	12 25.5%	14 27.5%	2 8.7%	4 22.2%	1 10.0%	16 26.7%	226 21.0%	1 10.0%	40 19.4%	203 21.9%

I am not adequately prepared to work effectively with culturally diverse groups.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1139	355	686	47	51	24	18	10	58	1084	10	207
Strongly disagree	401 35.2%	130 36.6%	231 33.7%	14 29.8%	26 51.0%	13 54.2%	7 38.9%	5 50.0%	24 41.4%	381 35.1%	4 40.0%	75 36.2%	326 35.0%
Somewhat disagree	404 35.5%	109 30.7%	265 38.6%	14 29.8%	16 31.4%	8 33.3%	5 27.8%	4 40.0%	26 44.8%	382 35.2%	5 50.0%	80 38.6%	324 34.8%
Somewhat agree	293 25.7%	102 28.7%	168 24.5%	15 31.9%	8 15.7%	3 12.5%	6 33.3%	1 10.0%	7 12.1%	281 25.9%	1 10.0%	41 19.8%	252 27.0%
Strongly agree	41 3.6%	14 3.9%	22 3.2%	4 8.5%	1 2.0%	0 0.0%	0 0.0%	0 0.0%	1 1.7%	40 3.7%	0 0.0%	11 5.3%	30 3.2%

Increasing cultural competence in the district would positively impact student achievement.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1131	350	684	47	50	24	18	10	58	1076	10	205
Strongly disagree	25 2.2%	10 2.9%	11 1.6%	1 2.1%	3 6.0%	2 8.3%	1 5.6%	1 10.0%	2 3.4%	24 2.2%	1 10.0%	4 2.0%	21 2.3%
Somewhat disagree	181 16.0%	64 18.3%	111 16.2%	2 4.3%	4 8.0%	6 25.0%	4 22.2%	2 20.0%	6 10.3%	178 16.5%	2 20.0%	40 19.5%	141 15.2%
Somewhat agree	543 48.0%	187 53.4%	314 45.9%	22 46.8%	20 40.0%	8 33.3%	4 22.2%	3 30.0%	27 46.6%	515 47.9%	5 50.0%	96 46.8%	447 48.3%
Strongly agree	382 33.8%	89 25.4%	248 36.3%	22 46.8%	23 46.0%	8 33.3%	9 50.0%	4 40.0%	23 39.7%	359 33.4%	2 20.0%	65 31.7%	317 34.2%

Within our organization, adults respect people of other cultures or ethnic groups.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		1136	355	684	47	50	23	17	9	59	1079	9	205
Strongly disagree	15 1.3%	7 2.0%	6 0.9%	1 2.1%	1 2.0%	2 8.7%	1 5.9%	1 11.1%	2 3.4%	13 1.2%	1 11.1%	4 2.0%	11 1.2%
Somewhat disagree	90 7.9%	32 9.0%	43 6.3%	8 17.0%	7 14.0%	4 17.4%	3 17.6%	1 11.1%	6 10.2%	86 8.0%	1 11.1%	20 9.8%	70 7.5%
Somewhat agree	559 49.2%	177 49.9%	332 48.5%	25 53.2%	25 50.0%	12 52.2%	9 52.9%	5 55.6%	29 49.2%	532 49.3%	4 44.4%	107 52.2%	452 48.5%
Strongly agree	472 41.5%	139 39.2%	303 44.3%	13 27.7%	17 34.0%	5 21.7%	4 23.5%	2 22.2%	22 37.3%	448 41.5%	3 33.3%	74 36.1%	398 42.7%

I am:													
Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:		
	Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female	
	1149	361	690	47	51	24	18	10	60	1092	10	208	941

Classified Staff or Non-Instructional APT (Administrative, Professional, Technical)	399 34.7%	348 96.4%	8 1.2%	6 12.8%	37 72.5%	8 33.3%	5 27.8%	4 40.0%	31 51.7%	369 33.8%	3 30.0%	67 32.2%	332 35.3%
Certified Staff or Instructional APT (Administrative, Professional, Technical)	750 65.3%	13 3.6%	682 98.8%	41 87.2%	14 27.5%	16 66.7%	13 72.2%	6 60.0%	29 48.3%	723 66.2%	7 70.0%	141 67.8%	609 64.7%

Teachers do not demonstrate high achievement expectations for all ethnically, culturally, and linguistically diverse students.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		740	13	672	41	14	16	13	6	28	714	7	139
Strongly disagree	307 41.5%	5 38.5%	295 43.9%	4 9.8%	3 21.4%	7 43.8%	5 38.5%	3 50.0%	9 32.1%	299 41.9%	5 71.4%	51 36.7%	256 42.6%
Somewhat disagree	257 34.7%	4 30.8%	236 35.1%	12 29.3%	5 35.7%	4 25.0%	4 30.8%	2 33.3%	9 32.1%	249 34.9%	1 14.3%	48 34.5%	209 34.8%
Somewhat agree	154 20.8%	3 23.1%	126 18.8%	19 46.3%	6 42.9%	3 18.8%	2 15.4%	0 0.0%	7 25.0%	146 20.4%	0 0.0%	33 23.7%	121 20.1%
Strongly agree	22 3.0%	1 7.7%	15 2.2%	6 14.6%	0 0.0%	2 12.5%	2 15.4%	1 16.7%	3 10.7%	20 2.8%	1 14.3%	7 5.0%	15 2.5%

Teachers learn about their students home-community cultures as a first step to better inform their practice.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		738	12	671	41	14	16	13	6	28	712	7	139
Strongly disagree	47 6.4%	1 8.3%	39 5.8%	7 17.1%	0 0.0%	2 12.5%	2 15.4%	1 16.7%	5 17.9%	44 6.2%	1 14.3%	11 7.9%	36 6.0%
Somewhat disagree	237 32.1%	6 50.0%	208 31.0%	20 48.8%	3 21.4%	3 18.8%	3 23.1%	1 16.7%	7 25.0%	230 32.3%	2 28.6%	49 35.3%	188 31.4%
Somewhat agree	368 49.9%	4 33.3%	341 50.8%	12 29.3%	11 78.6%	9 56.3%	7 53.8%	2 33.3%	11 39.3%	355 49.9%	3 42.9%	70 50.4%	298 49.7%
Strongly agree	86 11.7%	1 8.3%	83 12.4%	2 4.9%	0 0.0%	2 12.5%	1 7.7%	2 33.3%	5 17.9%	83 11.7%	1 14.3%	9 6.5%	77 12.9%

Teachers find adequate ways to tap into student's non-academic prior knowledge to increase achievement.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		735	13	667	41	14	16	13	6	27	710	7	138
Strongly disagree	23 3.1%	0 0.0%	19 2.8%	4 9.8%	0 0.0%	1 6.3%	1 7.7%	1 16.7%	3 11.1%	22 3.1%	1 14.3%	5 3.6%	18 3.0%
Somewhat disagree	161 21.9%	2 15.4%	139 20.8%	17 41.5%	3 21.4%	2 12.5%	3 23.1%	1 16.7%	4 14.8%	155 21.8%	2 28.6%	34 24.6%	127 21.3%
Somewhat agree	415 56.5%	11 84.6%	377 56.5%	17 41.5%	10 71.4%	11 68.8%	9 69.2%	3 50.0%	17 63.0%	400 56.3%	4 57.1%	86 62.3%	329 55.1%
Strongly agree	136 18.5%	0 0.0%	132 19.8%	3 7.3%	1 7.1%	2 12.5%	0 0.0%	1 16.7%	3 11.1%	133 18.7%	0 0.0%	13 9.4%	123 20.6%

Teachers utilize culturally relevant curriculum that recognize contributions of a variety of ethnic groups.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	

		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	733	13	665	41	14	16	13	6	27	708	7	138	595
Strongly disagree	28 3.8%	2 15.4%	19 2.9%	6 14.6%	1 7.1%	1 6.3%	1 7.7%	0 0.0%	2 7.4%	26 3.7%	0 0.0%	5 3.6%	23 3.9%
Somewhat disagree	185 25.2%	2 15.4%	164 24.7%	19 46.3%	0 0.0%	1 6.3%	2 15.4%	0 0.0%	7 25.9%	179 25.3%	0 0.0%	34 24.6%	151 25.4%
Somewhat agree	428 58.4%	8 61.5%	392 58.9%	15 36.6%	13 92.9%	10 62.5%	10 76.9%	5 83.3%	16 59.3%	412 58.2%	7 100.0%	86 62.3%	342 57.5%
Strongly agree	92 12.6%	1 7.7%	90 13.5%	1 2.4%	0 0.0%	4 25.0%	0 0.0%	1 16.7%	2 7.4%	91 12.9%	0 0.0%	13 9.4%	79 13.3%

Students are required to assess the quality of their reasoning.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	731	12	664	41	14	15	11	5	27	706	6	139	592
Strongly disagree	14 1.9%	0 0.0%	9 1.4%	5 12.2%	0 0.0%	1 6.7%	1 9.1%	1 20.0%	1 3.7%	14 2.0%	1 16.7%	6 4.3%	8 1.4%
Somewhat disagree	119 16.3%	3 25.0%	106 16.0%	10 24.4%	0 0.0%	0 0.0%	3 27.3%	0 0.0%	4 14.8%	114 16.1%	0 0.0%	23 16.5%	96 16.2%
Somewhat agree	447 61.1%	8 66.7%	402 60.5%	25 61.0%	12 85.7%	11 73.3%	5 45.5%	3 60.0%	17 63.0%	433 61.3%	3 50.0%	81 58.3%	366 61.8%
Strongly agree	151 20.7%	1 8.3%	147 22.1%	1 2.4%	2 14.3%	3 20.0%	2 18.2%	1 20.0%	5 18.5%	145 20.5%	2 33.3%	29 20.9%	122 20.6%

Students are not taught nor encouraged to ask significant questions.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	734	13	666	41	14	14	12	5	28	707	6	138	596
Strongly disagree	325 44.3%	5 38.5%	300 45.0%	13 31.7%	7 50.0%	7 50.0%	4 33.3%	3 60.0%	9 32.1%	316 44.7%	4 66.7%	54 39.1%	271 45.5%
Somewhat disagree	298 40.6%	5 38.5%	268 40.2%	20 48.8%	5 35.7%	7 50.0%	7 58.3%	2 40.0%	16 57.1%	284 40.2%	2 33.3%	56 40.6%	242 40.6%
Somewhat agree	94 12.8%	3 23.1%	84 12.6%	6 14.6%	1 7.1%	0 0.0%	1 8.3%	0 0.0%	2 7.1%	91 12.9%	0 0.0%	25 18.1%	69 11.6%
Strongly agree	17 2.3%	0 0.0%	14 2.1%	2 4.9%	1 7.1%	0 0.0%	0 0.0%	0 0.0%	1 3.6%	16 2.3%	0 0.0%	3 2.2%	14 2.3%

Students engage in intellectually rigorous discussions.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	731	12	664	41	14	15	12	5	28	704	6	139	592
Strongly disagree	9 1.2%	0 0.0%	7 1.1%	2 4.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	9 1.3%	0 0.0%	5 3.6%	4 0.7%
Somewhat disagree	102 14.0%	4 33.3%	86 13.0%	11 26.8%	1 7.1%	2 13.3%	4 33.3%	2 40.0%	8 28.6%	96 13.6%	2 33.3%	22 15.8%	80 13.5%
Somewhat agree	456 62.4%	8 66.7%	414 62.3%	22 53.7%	12 85.7%	9 60.0%	5 41.7%	1 20.0%	13 46.4%	441 62.6%	2 33.3%	86 61.9%	370 62.5%
Strongly agree	164 22.4%	0 0.0%	157 23.6%	6 14.6%	1 7.1%	4 26.7%	3 25.0%	2 40.0%	7 25.0%	158 22.4%	2 33.3%	26 18.7%	138 23.3%

**Students practice identifying problems in various situations.**

	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	727	12	660	41	14	15	12	5	27	701	6	138	589
Strongly disagree	5 0.7%	0 0.0%	3 0.5%	2 4.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	5 0.7%	0 0.0%	2 1.4%	3 0.5%
Somewhat disagree	84 11.6%	1 8.3%	73 11.1%	9 22.0%	1 7.1%	3 20.0%	4 33.3%	2 40.0%	3 11.1%	81 11.6%	2 33.3%	23 16.7%	61 10.4%
Somewhat agree	445 61.2%	10 83.3%	401 60.8%	24 58.5%	10 71.4%	9 60.0%	6 50.0%	3 60.0%	20 74.1%	428 61.1%	4 66.7%	86 62.3%	359 61.0%
Strongly agree	193 26.5%	1 8.3%	183 27.7%	6 14.6%	3 21.4%	3 20.0%	2 16.7%	0 0.0%	4 14.8%	187 26.7%	0 0.0%	27 19.6%	166 28.2%

**Students are required to access, analyze and evaluate different kinds of information.**

	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	722	12	655	41	14	15	11	5	27	697	6	139	583
Strongly disagree	8 1.1%	0 0.0%	6 0.9%	2 4.9%	0 0.0%	1 6.7%	0 0.0%	0 0.0%	0 0.0%	8 1.1%	0 0.0%	2 1.4%	6 1.0%
Somewhat disagree	56 7.8%	1 8.3%	47 7.2%	8 19.5%	0 0.0%	2 13.3%	2 18.2%	1 20.0%	2 7.4%	54 7.7%	1 16.7%	13 9.4%	43 7.4%
Somewhat agree	388 53.7%	9 75.0%	348 53.1%	20 48.8%	11 78.6%	6 40.0%	3 27.3%	1 20.0%	14 51.9%	375 53.8%	3 50.0%	79 56.8%	309 53.0%
Strongly agree	270 37.4%	2 16.7%	254 38.8%	11 26.8%	3 21.4%	6 40.0%	6 54.5%	3 60.0%	11 40.7%	260 37.3%	2 33.3%	45 32.4%	225 38.6%

**Students apply knowledge to old and new situations in creative ways.**

	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	726	12	659	41	14	15	11	5	27	701	6	139	587
Strongly disagree	10 1.4%	0 0.0%	8 1.2%	2 4.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 3.7%	9 1.3%	0 0.0%	7 5.0%	3 0.5%
Somewhat disagree	93 12.8%	2 16.7%	80 12.1%	11 26.8%	0 0.0%	2 13.3%	2 18.2%	1 20.0%	3 11.1%	91 13.0%	1 16.7%	20 14.4%	73 12.4%
Somewhat agree	442 60.9%	9 75.0%	398 60.4%	21 51.2%	14 100.0%	11 73.3%	7 63.6%	4 80.0%	20 74.1%	425 60.6%	5 83.3%	83 59.7%	359 61.2%
Strongly agree	181 24.9%	1 8.3%	173 26.3%	7 17.1%	0 0.0%	2 13.3%	2 18.2%	0 0.0%	3 11.1%	176 25.1%	0 0.0%	29 20.9%	152 25.9%

**Students are required to memorize important content information but not understand significant concepts.**

	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
	723	12	656	41	14	15	11	5	25	700	6	138	585
Strongly disagree	178 24.6%	1 8.3%	170 25.9%	3 7.3%	4 28.6%	2 13.3%	2 18.2%	1 20.0%	3 12.0%	174 24.9%	1 16.7%	28 20.3%	150 25.6%
Somewhat disagree	321 44.4%	4 33.3%	291 44.4%	20 48.8%	6 42.9%	10 66.7%	5 45.5%	3 60.0%	12 48.0%	313 44.7%	4 66.7%	54 39.1%	267 45.6%
Somewhat agree	184 25.4%	6 50.0%	161 24.5%	13 31.7%	4 28.6%	3 20.0%	4 36.4%	1 20.0%	9 36.0%	174 24.9%	1 16.7%	48 34.8%	136 23.2%

Strongly agree	40 5.5%	1 8.3%	34 5.2%	5 12.2%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	1 4.0%	39 5.6%	0 0.0%	8 5.8%	32 5.5%
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As a result of the lessons learned, students regularly demonstrate new learning that extends the concepts which they learned in the lessons.													
	Total*	I am:				My Ethnicity/Race is: (choose ALL that apply)						I am:	
		Classified Staff	Certified Staff	Instructional APT (Administrative, Professional, Technical)	Non-Instructional APT (Administrative, Professional, Technical)	1 American Indian or Alaskan Native	2 Asian	3 Black or African American	4 Hispanic	5 White	6 Native Hawaiian or other Pacific Islander	Male	Female
		727	12	660	41	14	15	11	5	26	703	6	138
Strongly disagree	7 1.0%	0 0.0%	5 0.8%	2 4.9%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	7 1.0%	0 0.0%	3 2.2%	4 0.7%
Somewhat disagree	107 14.7%	4 33.3%	90 13.6%	13 31.7%	0 0.0%	2 13.3%	4 36.4%	2 40.0%	6 23.1%	102 14.5%	2 33.3%	22 15.9%	85 14.4%
Somewhat agree	488 67.1%	8 66.7%	446 67.6%	22 53.7%	12 85.7%	12 80.0%	7 63.6%	3 60.0%	17 65.4%	473 67.3%	4 66.7%	92 66.7%	396 67.2%
Strongly agree	125 17.2%	0 0.0%	119 18.0%	4 9.8%	2 14.3%	1 6.7%	0 0.0%	0 0.0%	3 11.5%	121 17.2%	0 0.0%	21 15.2%	104 17.7%

\*Total = The number of respondents for the entire survey who answered the Row question and, if a filter is applied, meet the filter criteria.

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